



# PENYBONT PRIMARY SCHOOL

## ANTI BULLYING POLICY

| Reviewed On | Next Review Date | Headteacher | Chair of Governors |
|-------------|------------------|-------------|--------------------|
| 14/09/2026  | 14/09/2027       |             |                    |

## 1 Introduction

**A Definition of Bullying:** Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. It is a 'sustained act, over time, on purpose' (STOP).

Bullying can be:

- \*Emotional – being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures, or the use of modern technology)
- \*Physical – pushing, hitting, kicking, punching or any use of violence
- \*Verbal – name calling, sarcasm, spreading rumours, teasing
- Racist – racial taunts, graffiti, gestures
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic – because of, or focusing on, the issue of sexuality
- Cyber-bullying – bullying via mobile phones, social networking sites, online gaming or similar

(\* indicates the kind of bullying most likely amongst 3-11 year olds)

N.B. It may not be bullying when two pupils of roughly the same strength have a fight or a disagreement.

## 2 Aims and objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

This policy aims to produce a consistent school response to any bullying incidents that may occur. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school. All staff are aware of the school's definition of bullying, especially those aspects that are likely to be prevalent in our school. These aspects are identified as those that usually occur amongst pupils aged 3-11.

## 3 The role of governors

The governing body supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the headteacher to keep records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The governing body responds to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

#### **4 The role of the Headteacher**

It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the antibullying policy on request.

The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying. The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

#### **5 The role of the teacher**

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school through the note section on class charts .

Teachers must be aware of the situations where bullying is most likely to occur and must be able to implement strategies to prevent it. Bullying can be addressed through the curriculum via Personal & Social Education (PSE), drama, creative writing etc. and also in assemblies. If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the headteacher, the teacher or the headteacher informs the child's parents if they are unaware of the bullying. Teacher's prepare activities during Anti-Bullying week to address the issue.

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend

time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the headteacher and the additional needs co-ordinator.

Bullying incidents are recorded in the relevant children's notes on class charts.

Pupils involved in bullying are disciplined appropriately, usually involving a restorative conversation during the pupils break and lunchtimes, after fruit and dinner).

If bullying is repeated then we will invite the child's parents into the school to discuss the situation. An exclusion is then a possible solution. In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external support agencies such as the social services.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

## **6 The role of parents**

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher or the headteacher immediately. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

## **7 Monitoring and review**

This policy is monitored on a day-to-day basis by the headteacher, who reports to governors about the effectiveness of the policy on request. This anti-bullying policy is the governors' responsibility and they review its effectiveness annually in discussion with the headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

**Appendix 1: Is your child being bullied? - WG leaflet**

**<http://llyw.cymru/topics/educationandskills/schoolshome/parents/is-your-child-being-bullied/?lang=en>**

**Appendix 2: Are you being bullied? - WG leaflet**

**<http://llyw.cymru/topics/educationandskills/schoolshome/wellbeing/antibullying/are-you-being-bullied/?lang=en>**